

Distributed on:

SENT TO COUNCIL:

JUN 25 2009

by City Manager's Office  
**Memorandum**

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Robert L. Davis

**SUBJECT:** CPLE UPDATE

**DATE:** June 24, 2009

Approved *Deanna Silva*

Date *6/25/09*

**INFORMATION**

On April 8, 2009, the San Jose City Council accepted the Administration's report regarding the introductory scope and preliminary timeline for a partnership between the San Jose Police Department (SJPd) and the Consortium for Police Leadership and Equity (CPLE). The purpose of this memorandum is to communicate to the City Council an update of ongoing efforts related to CPLE to date.

- The CPLE has been working with the City to acquire a broad list of stakeholders, leaders and points of contact within the community. To date, contact lists provided to CPLE (sourced from the City's PIO office) included neighborhood associations, religious organizations and school leaders. These lists are in addition to the Public Intoxication Task Force (PITF) membership list and other contacts developed by CPLE during the three-day site visit in the City. The contact information is being utilized by the CPLE in order to conduct outreach, solicit input and ensure that broad-based community concerns are considered as the research approaches and methods are designed. The Department has also provided the following documents to the CPLE:

SJPd 2008 Duty Manual DVD	SJPd Bilingual List	SJPd Sergeant Promotional Reading List	SJPd Hate Crime Policy	SJPd Supervisor's Manual	SJPd TASER Usage Report
SJPd Diversity Training DVD	SJPd Officer Transfer Policy	SJPd Lieutenant's Promotional Reading List	Santa Clara County Officer-Involved Shooting Protocol	SJPd Internal Phone List	SJPd Force Response Report
SJPd Neighborhood Policing Operations Plan (NPOP)	SJPd Sergeant Transfer Policy	Santa Clara County Elder Protocol	SJPd ID Theft Protocol	SJPd Transsexual Workers - An Employer's Guide	California Police Officers' Bill of Rights
SJPd Proposed Five-Year Staffing Plan	June 2008 Recap (SJPd Personnel Unit)	SJPd Exempt Officer Equity Program	Santa Clara County Abduction Protocol	SJPd Vehicle Stop Demographic Study Reports	City Media Contact List

- Kevin Reed, legal counsel from UCLA, has been working with the City Attorney's Office to develop the Memorandum of Understanding (MOU) between SJPd and CPLE. Legal issues, as well as Police Department and City staff input, will be considered as the research scope is developed.
- CPLE has begun the process of achieving researcher matches for the City of San Jose and initial project designs. Researcher matching is the process whereby the CPLE identifies world leaders in particular topics or methodology areas that are central to the equity research goals of a law enforcement partner. CPLE then works with those scholars to develop a research strategy that will both address law enforcement goals and the goals of an individual or team of scholars, thereby prioritizing the goals of a department. To date, the CPLE has identified Jennifer Eberhardt, R. Richard Banks, and Phil Goff as likely research team leaders for San Jose given the articulated equity concerns of the City and the Police Department. At this time, it appears there will be at least three research teams.
- CPLE has conducted additional outreach/interviews based on the contact information provided by the City. It is not CPLE policy to identify individuals or organizations with whom CPLE has spoken unless it is a matter of public record, or special permissions have been obtained.
- CPLE has begun the process of identifying demographic and organizational comparables for San Jose and the Department and for conducting organizational reviews of those departments.
- CPLE has begun the research protections application process. Each participating university must approve new research involving human subjects or sensitive information. By applying for research protections, the CPLE has begun the process of insuring that all data collected is in compliance with university rules and regulations outlining the ethical collection and treatment of data.
- The Civil Rights Division of the DOJ has been in contact with CPLE regarding the work in general and the project in San Jose in particular. DOJ is aware that CPLE is advancing a research model for the documentation of equitable police practices.

Additionally, at the April 22, 2009 Open Government and Rules Committee meeting, the City requested CPLE to provide some direction as to the best approaches for SJPd to issue Department statistical reports, based on a proposal from the City's Sunshine Reform Task Force. Since the CPLE is setting groundwork for the research in San Jose, it is anticipated that CPLE can provide updates on this issue at the Public Safety, Finance and Strategic Support Committee (PSFSSC) meetings.

HONORABLE MAYOR AND CITY COUNCIL

**Re: CPLE UPDATE**

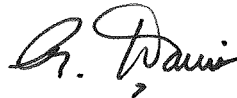
June 24, 2009

Page 3

As agreed to by the San Jose City Council, regular updates will be provided by CPLE based on the timeline listed in the City Manager's memo for reporting CPLE-related updates via the PSFSSC:

PSFSS COMMITTEE DATE	ACTIVITY REPORT PERIOD
August 20, 2009	April, May, June 2009
November 19, 2009	July, August, September 2009
February 18, 2010	October, November, December 2009

As indicated above, CPLE will be in attendance at the August 20, 2009 PSFSSC meeting in order to provide a status report on ongoing research efforts as well as address any preliminary issues pertaining to the Department's issuance of statistical reports.



ROBERT L. DAVIS  
Chief of Police